

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
13-CA-186080

Date Filed
10-13-16

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Guardian Security Services

b. Tel. No. (708) 385-3300

c. Cell No.

f. Fax No. (708) 385-0656

g. e-Mail

h. Number of workers employed
20+

d. Address (Street, city, state, and ZIP code)

3300 W. 127th Street
Blue Island, IL 60406

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
Contractor

j. Identify principal product or service
Security

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Within the last six months, and continuing to present, the Employer has maintained and enforced a confidentiality policy that unlawfully restricts employees' exercise of their Section 7 rights.
- Within the last six months, and continuing to present, the Employer has maintained and enforced fraternization and social media policies that unlawfully restrict employees' exercise of their Section 7 rights.
- On or about (b) (6), (b) (7)(C), 2016, the Employer terminated employee (b) (6), (b) (7)(C) for engaging in activities protected by the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1

4a. Address (Street and number, city, state, and ZIP code)

111 E. Wacker Dr., Suite 1700
Chicago, IL 60601

4b. Tel. No. (312) 233-8719

4c. Cell No.

4d. Fax No. (312) 233-8848

4e. e-Mail
cotrupem@seiu1.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. same as above

Office, if any, Cell No.

Fax No. same as above

e-Mail
same as above

By 
(signature of representative or person making charge)

Michele Cotrupe, Associate Counsel
(Print/type name and title or office, if any)

10/13/16
(date)

Address same as above

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-1443

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



Download
NLRB
Mobile App

October 14, 2016

(b) (6), (b) (7)(C)

Guardian Security Services
3300 West 127th Street
Blue Island, IL 60406

Re: Guardian Security Services
Case 13-CA-186080

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Matthew T. Persons whose telephone number is (312)353-4242 and whose e-mail address is matthew.persons@nlrb.gov. If this Board agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by October 27, 2016. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Paul Hitterman

Paul Hitterman
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Guardian Security Services

CASE NUMBER

13-CA-186080

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (*Check the largest amount*)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (*If yes, name and address of association or group.*)**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRENAME AND TITLE (*Type or Print*)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

GUARDIAN SECURITY SERVICES

Charged Party

and

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 1**

Charging Party

Case 13-CA-186080

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 14, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Guardian Security Services
3300 West 127th Street
Blue Island, IL 60406

October 14, 2016

Date

Brendan Zarling, Designated Agent of
NLRB

Name

Brendan Zarling

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-1443

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341



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October 14, 2016

Michele N. Cotrupe, ESQ.
Service Employees International Union, Local 1
111 E Wacker Dr Ste 1700
Chicago, IL 60601-4504

Re: Guardian Security Services
Case 13-CA-186080

Dear Ms. Cotrupe:

The charge that you filed in this case on October 13, 2016 has been docketed as case number 13-CA-186080. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Matthew T. Persons whose telephone number is (312)353-4242 and whose e-mail address is matthew.persons@nlrb.gov. If this Board agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Paul Hitterman

Paul Hitterman
Acting Regional Director

cc: Eric Bowne, Chief Counsel
Service Employees International Union,
Local 1
111 E Wacker Dr
Ste 1700
Chicago, IL 60601-4504

**UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT**

IN THE MATTER OF

JK Guardian Security Services, Inc.

Case 13-CA-186080

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in prominent places around its facility and all of its worksites, including all places where the Charged Party normally posts notices to employees. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

E-MAILING NOTICE — The Charged Party will email a copy of the signed Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, to all current employees and former employees who were employed at any time since April 13, 2016. The message of the e-mail transmitted with the Notice will state: “We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 13 of the National Labor Relations Board in Case 13-CA-186080.” The Charged Party will forward a copy of that e-mail, with a list of all of the recipients, to the Region’s Compliance Officer at thomas.porter@nrlrb.gov.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes DAD
 Initials

No
 Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party JK Guardian Security Services, Inc.			Charging Party Service Employees International Union Local 1		
By:	Name and Title	Date	By:	Name and Title	Date
<u>/s/ Douglas A. Darch</u>		01/31/2017	<u>/s/ Michele Cotrupe, Associate Counsel</u>		01/31/2017
Print Name and Title below			Print Name and Title below		
Recommended By:		Date	Approved By:		Date
<u>/s/ Matthew T. Persons</u>			<u>/s/ Paul Hitterman</u>		01/31/2017
Field Examiner		01/31/2017	Acting Regional Director, Region 13		

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT maintain an overly broad Client Contact policy in our company policy manual or anywhere else that would reasonably be construed by you to stop or discourage you from engaging in protected concerted activity with respect to wages, hours, and working conditions and **WE WILL** rescind the rule in our handbook on that subject (Section 15 Client Contact and Section 21 B 16).

WE WILL NOT maintain an overly broad Fraternization & Unprofessional Behavior (including, but not limited to Social Networking sites such as Facebook, Twitter and LinkedIn) policy in our company policy manual or anywhere else that would reasonably be construed by you to stop or discourage you from engaging in protected concerted activity with respect to wages, hours, and working conditions and **WE WILL** rescind the rule in our handbook on that subject (Section 16 Fraternization & Unprofessional Behavior (including, but not limited to Social Networking sites such as Facebook, Twitter and LinkedIn)).

WE WILL NOT maintain an overly broad Social Media Policy in our company policy manual or anywhere else that would reasonably be construed by you to stop or discourage you from engaging in protected concerted activity with respect to wages, hours, and working conditions and **WE WILL** rescind the rule in our handbook on that subject (Section 27 Social Media Policy).

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL supply you with an insert for the current employee handbook that provides a lawfully worded provision on adhesive backing that will cover the unlawful provisions.

Guardian Security Services

(Employer)

Dated: _____

By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlrb.gov.

Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Telephone: (312)353-7570
Hours of Operation: 8:30 a.m. to 5 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341

December 20, 2016

Douglas A. Darch
Baker & McKenzie
300 E Randolph St Ste 5000
Chicago, IL 60601-6342

Jonathon E. Hitz
Baker & McKenzie
300 E Randolph St Ste 5000
Chicago, IL 60601-6342

Re: Guardian Security Services
Case 13-CA-186080

Dear Mr. Darch, Mr. Hitz:

This is to advise that I have approved the withdrawal of allegation that the Employer unlawfully terminated (b) (6), (b) (7)(C) in the instant charge.

The remaining allegations that the Employer violated Section 8(a)(1) of the Act by maintaining overly broad rules remain subject to further processing.

Very truly yours,

/s/ Paul Hitterman

Paul Hitterman
Acting Regional Director

cc: (b) (6), (b) (7)(C)
JK Guardian Security Services, Inc.
3300 W 127th St
Blue Island, IL 60406-3802

Michele N. Cotrupe, Assistant Counsel
Service Employees International Union,
Local 1
111 E Wacker Dr Ste 1700
Chicago, IL 60601-4504

Eric Bowne, Chief Counsel
Service Employees International Union Local 1
111 E Wacker Dr Ste 1700
Chicago, IL 60601-4504

John Hayes, Organizer
Service Employees International Union Local 1
111 E Wacker Dr Ste 1700
Chicago, IL 60601-4504

MP/djs



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

JK Guardian Security Services, Inc.

Case 13-CA-186080

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT maintain an overly broad Client Contact policy in our company policy manual or anywhere else that would reasonably be construed by you to stop or discourage you from engaging in protected concerted activity with respect to wages, hours, and working conditions and **WE WILL** rescind the rule in our handbook on that subject (Section 15 Client Contact and Section 21 B 16).

WE WILL NOT maintain an overly broad Fraternization & Unprofessional Behavior (including, but not limited to Social Networking sites such as Facebook, Twitter and LinkedIn) policy in our company policy manual or anywhere else that would reasonably be construed by you to stop or discourage you from engaging in protected concerted activity with respect to wages, hours, and working conditions and **WE WILL** rescind the rule in our handbook on that subject (Section 16 Fraternization & Unprofessional Behavior (including, but not limited to Social Networking sites such as Facebook, Twitter and LinkedIn)).

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WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL supply you with an insert for the current employee handbook that provides a lawfully worded provision on adhesive backing that will cover the unlawful provisions.

JK Guardian Security Services, Inc.

(Employer)

Dated: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866)667-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

Thomas Porter at (312) 353-7170

219 South Dearborn Street, Suite 808, Chicago, Illinois 60604-2720
Telephone: (312) 353-7571 Hours of Operation: 8:30 a.m. to 5:00 p.m.

CERTIFICATION OF COMPLIANCE
(PART ONE)

RE: JK Guardian Security Services, Inc.
Case 13-CA-186080

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

Physical Posting

The signed and dated Notice to Employees in the above matter was posted on (date) _____ at the following locations: (List specific places of posting)

THE NOTICE TO EMPLOYEES WAS POSTED
AT ALL LOCATIONS STARTING ON
FEBRUARY 24, 2017 AND COMPLETED
ON MARCH 8, 2017.

Electronic Distribution

The signed and dated Notice to Employees in the above captioned matter was distributed electronically on (date) _____ by the following means. (State means of distribution and attach proof.)

THE NOTICE TO EMPLOYEES WAS ELECTRONICALLY
SENT TO ALL CURRENT EMPLOYEES AND
FORMER EMPLOYEES AS OF APRIL 13 2016 ON
2 SEPERATE OCCASSIONS, FEBRUARY 24 & MARCH 6

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

By: _____

Title: _____

Date: _____

(b) (6), (b) (7)(C)

3/8/17

This form should be returned to the Regional Office, together with ONE original Notice, dated and signed in the same manner as those posted. If the Certification of Compliance Part One and signed Notice is returned via e-file or e-mail, no hard copies of the Certification of Compliance Part One or Notice are required.

CERTIFICATION OF COMPLIANCE
(PART TWO)

RE: JK Guardian Security Services, Inc.
Case 13-CA-186080

Rules rescission/revision

On (date) FEBRUARY 24, 2017, the Employer rescinded the overly broad rules that are the subject of the Settlement Agreement and referenced in the Notice to Employees.

On (date) FEBRUARY 24, 2017, the Employer notified employees that the rules that are the subject of the Settlement Agreement and referenced in the Notice to Employees have been rescinded by providing to our employees inserts for the current employee handbook that provides a lawfully worded provision on adhesive backing that will cover the unlawful provisions.

I am providing a copy of inserts for any rule revised pursuant to this agreement.

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

CHARGED PARTY/RESPONDENT

By: _____

Title: _____

Date: 5/8/17

(b) (6), (b) (7)(C)

This form should be returned to the Regional Office. If the Certification of Compliance Part Two and signed Notice is returned via e-file or e-mail, no hard copy of the Certification of Compliance Part Two is required.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341

May 16, 2017

Douglas A. Darch, Esq.
Jonathon E. Hitz, Esq.
Baker & McKenzie
300 E. Randolph Street, Suite 5000
Chicago, IL 60601-6342

Re: JK Guardian Security Services, Inc.
Case 13-CA-186080

Dear Mr. Darch and Mr. Hitz:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Peter Sung Ohr

Peter Sung Ohr
Regional Director

cc: (b) (6), (b) (7)(C)
JK Guardian Security Services, Inc.
3300 W. 127th Street
Blue Island, IL 60406-3802

Michele N. Cotrupe, Assistant Counsel
John Hayes, Organizer
Service Employees International Union,
Local 1
111 E. Wacker Drive, Suite 1700
Chicago, IL 60601-4504